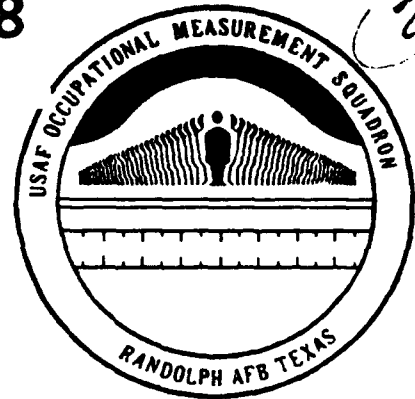




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*UNITED STATES
AIR FORCE*

OCCUPATIONAL SURVEY REPORT

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PHYSICAL THERAPY

AFSC 913X0
(PROJECTED 4J0X2)

AFPT 90-913-974

SEPTEMBER 1993

93-23917
5125

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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360 TSS/CCQ	1		1	
377 MG/SGHY (ATTN: MSGT KATHY DUNN, 1951 2ND ST SE KIRTLAND AFB NM 87117-5560)	1			
380 TSS/TSO	4		4	
382 MTS/BTY (ATTN: CAPT KOWL, 917 MISSILE ROAD STE 3 SHEPPARD AFB TX 76311-2263)				
388 LSS/LST	2		2	
396 MG/SGHY (ATTN: MSGT DENNIS G. SMITH, 527 J AVENUE SHEPPARD AFB TX 76311-5000)	1			
554 MG/MGH (ATTN: SMSGT DAVID L. GILLESPIE, 4349 DUFFER DR NELLIS AFB NV 89191-7007)	1			

TABLE OF CONTENTS

	PAGE NUMBER
PREFACE	v
SUMMARY OF RESULTS	vi
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration	3
SPECIALTY JOBS (Career Ladder Structure)	6
Overview	6
Comparison to Previous Survey	12
CAREER LADDER PROGRESSION	12
Skill-Level Descriptions	14
AFR 39-1 SPECIALTY DESCRIPTION ANALYSIS	21
TRAINING ANALYSIS	21
First-Enlistment Personnel	21
Specialty Training Standard (STS)	26
Plan of Instruction (POI)	31
JOB SATISFACTION	34
IMPLICATIONS	38

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A-1	

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 913X0 MAJCOM DISTRIBUTION	4
TABLE 2 PAYGRADE DISTRIBUTION OF AFSC 913X0	5
TABLE 3 DISTRIBUTION OF DUTY TIME SPENT BY MEMBERS OF CAREER LADDER (RELATIVE PERCENT OF JOB TIME)	7
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	8
TABLE 5 JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1986 AND 1979 SURVEYS	13
TABLE 6 DISTRIBUTION OF SKILL-LEVEL PERSONNEL ACROSS CAREER LADDER JOBS (PERCENT RESPONDING)	15
TABLE 7 DISTRIBUTION OF DUTY TIME SPENT BY DAFSC GROUPS (RELATIVE PERCENT OF JOB TIME)	16
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY 3- SKILL LEVEL PERSONNEL	17
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL PERSONNEL	18
TABLE 10 REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL PERSONNEL	19
TABLE 11 REPRESENTATIVE TASK DIFFERENCES BETWEEN 3-/5-SKILL LEVEL AND 7-SKILL LEVEL PERSONNEL (PERCENT MEMBERS PERFORMING)	20
TABLE 12 TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)	22
TABLE 13 TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)	23
TABLE 14 RELATIVE TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL (N=70)	24
TABLE 15 REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL	25
TABLE 16 EQUIPMENT USED/OPERATED BY FIRST-ENLISTMENT PERSONNEL (PERCENT MEMBERS RESPONDING)	27-30
TABLE 17 TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AFSC 913X0 GROUP MEMBERS AND NOT REFERENCED TO THE STS	32
TABLE 18 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT PERSONNEL AND NOT REFERENCED TO THE POI	34

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 19 COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS IN CURRENT STUDY TO A COMPARATIVE SAMPLE (PERCENT MEMBERS PERFORMING)	35
TABLE 20 COMPARISON OF JOB SATISFACTION DATA FOR AFSC 913X0 TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY (PERCENT MEMBERS PERFORMING)	36
TABLE 21 JOB SATISFACTION DATA FOR JOBS AND VARIATIONS (PERCENT MEMBERS PERFORMING)	37
 FIGURE 1 PHYSICAL THERAPY JOBS AFSC 913X0	 9
APPENDIX A	39

PREFACE

This report presents the results of an occupational survey of the Physical Therapy career ladder, Air Force Specialty Code (AFSC) 913X0. The projected specialty code under the new classification system is 4J0X2, effective 31 October 1993. Authority for conducting occupational surveys is found in Air Force Regulation (AFR) 35-2. Computer products used in this report are available for use by operations and training officials.

Lieutenant Ty Sills, Inventory Developer, developed the survey instrument. Second Lieutenant Joel A. Jones analyzed the survey data and wrote the final report. Ms Rebecca Hernandez provided computer programming support, and Ms Raquel A. Soliz provided administrative support. This report has been reviewed and approved for release by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron.

Copies of this report are distributed to Air Staff sections, major commands (MAJCOMs), and other interested training and management personnel. Additional copies may be requested from the USAF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449.

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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 261 AFSC 913X0 (projected 4J0X2) respondents. This represents 71 percent of the total assigned population and 82 percent of those receiving survey booklets.
2. Specialty Jobs: Survey data revealed a homogeneous job structure, with two jobs identified. The Physical Therapy job is the core job of the career ladder. It contains three variations: Therapy Application, Application/Supervision, and Sports Therapy. The Management/Evaluation job consists of strictly nontechnical, supervisory tasks.
3. Career Ladder Progression: Both 3- and 5-skill level personnel perform mostly technical tasks, while 7-skill level personnel perform a mixture of technical and supervisory tasks.
4. AFR 39-1 Specialty Descriptions: The AFR 39-1 Specialty Descriptions for the Physical Therapy career ladder provide generally accurate descriptions of the jobs and tasks performed at each skill level.
5. Training: All but one element of the Specialty Training Standard (STS) matched to inventory tasks, and most learning objectives of the POI matched to tasks are supported by survey data.
6. Job Satisfaction: Job satisfaction of AFSC 913X0 personnel in the survey sample is somewhat higher than that reported by personnel in comparable AFSCs surveyed in 1992. Satisfaction indicators for the present study are higher than those reported in the 1986 Occupational Survey Report (OSR). Generally, job satisfaction remains positive within the career ladder.
7. Implications: Survey data show AFSC 913X0 to be a homogeneous career ladder with few changes from the previous survey in 1986. AFR 39-1 Specialty Descriptions accurately describe functions and tasks performed by Physical Therapy personnel. The STS and POI accurately address training issues, although one element of the STS and three objectives of the POI were not supported by survey data, which suggests that these documents should be reviewed for possible revision.

**OCCUPATIONAL SURVEY REPORT (OSR)
PHYSICAL THERAPY
(AFSC 913X0; PROJECTED 4J0X2)**

INTRODUCTION

This is a report of an occupational survey of the Physical Therapy career ladder (AFSC 913X0). The last occupational survey for this career ladder was published in November 1986. The 3790 MSTW/MSBY requested the survey to collect current data for updating career ladder documents and training programs within the specialty.

Background

AFR 39-1 Specialty Descriptions for the Physical Therapy career ladder state AFSC 913X0 personnel plan, administer, or instruct patients in patient care. Three- and 5-skill level personnel administer physical therapy procedures and modalities, which include electricity, heat, cold, water, light, exercise, massage, and traction. They often assist physical therapists with complex physical therapy evaluations, tests, measurements, and procedures. Seven-skill level members perform more advanced analysis and problem-solving activities, tests, and diagnosis of malfunctions.

AFSC 913X0 personnel enter the career ladder by attending the 9-week, 4-day J3ABR91330-000 course conducted at Sheppard AFB. The curriculum includes training in theory and practical application of physical therapy procedures and modalities to assist the physical therapist in administering physical therapy care. This training also emphasizes anatomy and physiology, medical condition in physical therapy, and psychology of the diseased and injured. Additional items of emphasis include administration, communication and ethics, and clinical activities, with emphasis on patient interaction.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Air Force Personnel Test (AFPT) 90-913-974, dated June 1992. A preliminary task list was prepared by the Inventory Developer after carefully reviewing previous task lists, current career ladder publications, and training documents. This tentative task list was validated through personal interviews with 18 subject-matter experts (SMEs) at the U.S. Air Force Academy and 5 operational bases, listed below.

BASE

Sheppard AFB TX
Petersen AFB CO
Carswell AFB TX
Columbus AFB MS
Lackland AFB TX

REASON FOR VISIT

Technical Training School
USAF Clinic/SGHSY
R.L. Thompson Strat Hospital/SGHY
14 FTW Hospital/SGHY
Wilford Hall Med Center/SGHY

The final JI contains 340 tasks grouped under 12 duty headings and standard background questions asking for grade, duty title, time in service, time in present job, and time in career field. Additional questions requested respondents indicate the functional area they work in, their job title, type of unit to which they were assigned, and types of equipment they used.

Survey Administration

Military Personnel Flights at operational bases worldwide administered the survey to 3-, 5-, and 7-skill level Physical Therapy personnel. Eligible survey respondents were selected from Uniform Airmen Record data tapes maintained by the Armstrong Laboratory, Human Systems Directorate. Respondents were asked to complete the identification and biographical information section, go through the booklet and mark each task they perform in their current job, and finally, go back and rate each task they had checked on a 9-point scale reflecting relative time spent on each task, as compared to all other tasks checked. Time spent ratings ranged from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent). The computer calculated the relative percent time spent on all tasks for each respondent by first totaling ratings on all tasks, dividing the rating for each task by this total, and multiplying by 100. The time spent ratings from all respondents were then combined and used with percent members performing data to describe various groups in the career ladder.

Survey Sample

The final sample includes responses from 260 AFSC 913X0 personnel. As shown in Tables 1 and 2, the MAJCOM and paygrade distribution of the sample is very close to that of the total AFSC 913X0 population at the time of the survey. In 1992, when the AFSC 913X0 surveys were administered, MAJCOM designations were in transition. During data analysis, command designations were changed to reflect the current structure. These changes, however, do not impact on the findings of the survey. Most AFSC 913X0 personnel are assigned to Air Combat Command (ACC), which is made up of what was Tactical Air Command (TAC), most of Strategic Air Command (SAC), and some of Military Airlift Command (MAC).

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, experienced noncommissioned officers (NCOs) completed either a training emphasis (TE) or task difficulty (TD) booklet. These booklets were processed separately from the job inventories, and the TE and TD data were used in several analyses discussed later in this report.

Training Emphasis (TE). TE is defined as a rating of the amount of structured training first-enlistment personnel need to perform tasks successfully. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job training (OJT), or any other organized training method. Forty-seven experienced NCOs (E-6s and E-7s) rated tasks in the inventory on a 10-point scale ranging from 0 (no training required) to 9 (high amount of training required). Interrater agreement for the 47 raters was acceptable. For this AFSC, the average TE rating is 3.85, with a standard deviation of 1.83. Any task with a TE rating of 5.68 or greater is considered to have a high TE.

Task Difficulty (TD). TD is defined as an estimate of the length of time the average airman takes to learn how to perform a task. Forty-one experienced NCOs rated the difficulty of tasks on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement was acceptable. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.00, with a standard deviation of 1.00. Thus, any task with a TD rating of 6.00 or above is considered difficult to learn.

TE ratings, when used with percent members performing values and TD ratings, can provide insight into training requirements, validate the need for structured training, and facilitate review of career ladder training documents.

TABLE 1
913X0 MAJCOM DISTRIBUTION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ACC	28	27
AMC	19	20
PACAF	8	7
AFMC	9	9
ATC	14	14
USAFE	8	8
USAFA	8	8
AFSPACECOM	3	4
AU	3	3

Total AFSC 913X0 Personnel Assigned as of March 1992: 366

Total AFSC 913X0 Personnel Eligible for Survey: 317

Total AFSC 913X0 Personnel in Sample: 261

Percent of Eligible in Sample: 82%

Percent of Assigned in Sample: 71%

TABLE 2
PAYGRADE DISTRIBUTION OF AFSC 913X0

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	17	15
E-4	36	38
E-5	26	25
E-6	13	13
E-7	7	8
E-8	**	**
E-9	**	0

* As of March 1992

** Represents less than 1 percent

SPECIALTY JOBS

(Career Ladder Structure)

A USAF Occupational Analysis begins with an examination of the career ladder structure in terms of jobs performed by members of the specialty. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP hierarchical job clustering program compares all the individual job descriptions, locates those descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. In some cases, within a given job, tasks performed may vary slightly, but not enough to warrant designation as a separate job. In these situations, those groups are identified as variations within a job. The structure of the Physical Therapy career ladder is then defined in terms of the work performed, jobs, variations within jobs, and clusters of jobs.

Overview

Descriptions of the jobs and variations for AFSC 913X0 are presented below. Tables 3 and 4 show distribution of duty time and selected background information, respectively, for members of each specialty job and variation. The stage (ST) number shown with each title is a reference number assigned by CODAP. The letter "N" represents the number of respondents performing the job. Appendix A to this report shows representative tasks performed by members of each job and variation.

Occupational survey data collected from Physical Therapy personnel identified essentially two jobs (see Figure 1). The majority of the personnel are grouped in the Physical Therapy cluster performing mostly technical tasks with some personnel performing in supervisory capacities. There were subtle differences in tasks performed that led to the identification of three variations in the Physical Therapy cluster. They are: Physical Therapy Application, Physical Therapy Application/Supervision, and Sports Therapy. The second job in the AFSC 913X0 career ladder is Shop Management/Evaluation. This job consists of mostly nontechnical, supervisory tasks performed by 7-skill level members serving in NCOIC positions.

TABLE 3

DISTRIBUTION OF DUTY TIME SPENT BY MEMBERS OF CAREER LADDER
(RELATIVE PERCENT OF JOB TIME)

DUTIES	PHYSICAL THERAPY CLUSTER (ST04, N=252)	PHYSICAL THERAPY APPLICATION (ST036, N=126)	PHYSICAL THERAPY APPL/SUPV (ST033, N=86)	SPORTS THERAPY (ST017, N=7)	SHOP MGT/ EVALUATION (ST08, N=7)
A ORGANIZING AND PLANNING	3	1	5	4	16
B DIRECTING AND IMPLEMENTING	5	3	7	6	18
C INSPECTING AND EVALUATING	3	*	5	5	18
D TRAINING	2	1	4	3	8
E PERFORMING ADMINISTRATIVE OR SUPPLY FUNCTIONS	9	9	9	6	8
F MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	7	7	7	8	5
G PERFORMING TESTS AND TAKING MEASUREMENTS	6	6	7	10	3
H PREPARING FOR PHYSICAL THERAPY PROCEDURES	16	18	13	11	6
I APPLYING PHYSICAL THERAPY PROCEDURES	15	17	12	17	5
J ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	18	20	16	18	3
K ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURE	14	16	12	3	4
L PERFORMING OR PRACTICING EMERGENCY MEDICAL PROCEDURES	2	2	2	9	*

* Denotes less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	THERAPY CLUSTER (ST04)	THERAPY APPLICATION (ST036)	THERAPY APPL/SUPV (ST033)	SPORTS THERAPY (ST017)	SHOP MGT/ EVALUATION (ST08)
NUMBER IN GROUP	252	126	86	7	7
PERCENT OF SAMPLE	97%	48%	33%	3%	3%
DAFSC DISTRIBUTION (PERCENT)					
91330	18%	26%	5%	0%	0%
91350	57%	64%	44%	86%	14%
91370	25%	9%	51%	14%	86%
PAYGRADE DISTRIBUTION					
AMN	17%	22%	5%	28%	0%
E-4	39%	52%	19%	29%	0%
E-5	25%	20%	34%	29%	13%
E-6	12%	6%	23%	14%	29%
E-7	7%	0%	19%	0%	29%
E-8	0%	0%	0%	0%	29%
AVERAGE T1CF (MOS)	57	42	85	40	148
AVERAGE TAFMS (MOS)	91	68	130	67	189
PERCENT IN FIRST ENLISTMENT					
PERCENT SUPERVISING	27%	40%	12%	43%	0%
AVERAGE NUMBER OF TASKS PERFORMED	38%	19%	66%	43%	98%
	158	143	206	120	134

PHYSICAL THERAPY JOBS
AFSC 913X0

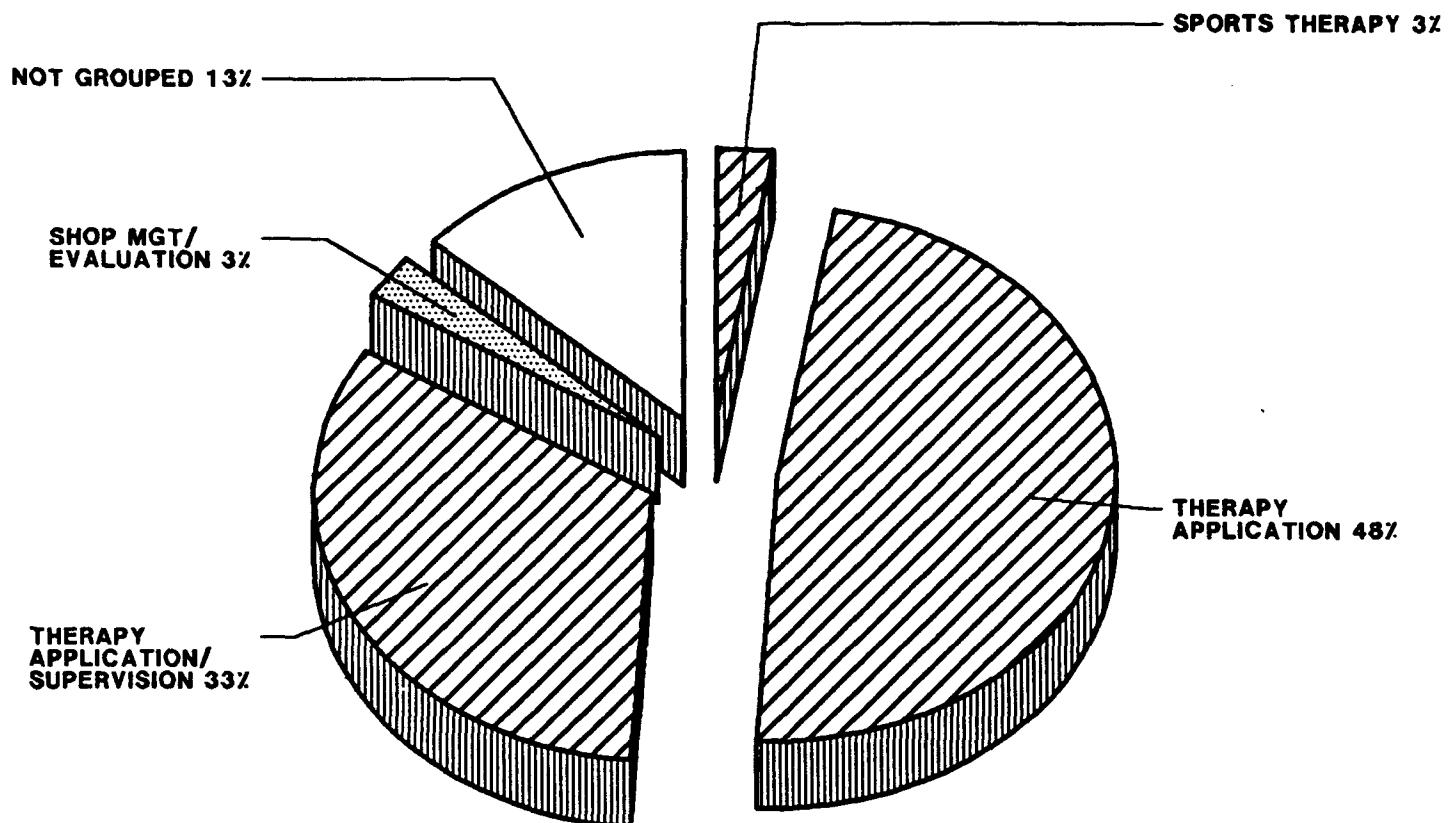


FIGURE 1

I. PHYSICAL THERAPY CLUSTER (ST04, N=252)

- A. Physical Therapy Application (ST036, N=126)
- B. Physical Therapy Application/Supervision (ST033, N=86)
- C. Sports Therapy (ST017, N=7)

II. SHOP MANAGEMENT/EVALUATION JOB (ST08, N=7)

The respondents forming these groups account for 99 percent of the survey sample. The two respondents who make up the other 1 percent perform unique jobs, such that the tasks they perform did not group with any of the defined jobs. The two jobs reported were Technical Training Instructor and Career Development Course (CDC) Technical Writer.

I. PHYSICAL THERAPY CLUSTER (STG04, N=184). This is the core job of the AFSC 913X0 career ladder. It is comprised of 97 percent of career ladder personnel. As stated above, CODAP identifies distinct jobs within a specialty based on similarity of tasks performed. Tasks performed by members of the Physical Therapy specialty are so similar that, with the exception of the Shop Management/Evaluation job, only one cluster of jobs is identified. In order to outline the subtle differences within this cluster of jobs, variations were identified in the course of analysis. These variations are:

A. Physical Therapy Application. This is the main technical work of the career ladder, performed by most AFSC 913X0 personnel. It involves 46 percent of the 340 tasks identified in the survey. Typical tasks deal with physical therapy preparation, procedural instruction for patients, shop management tasks, and some supervisory tasks. However, the bulk of the tasks performed, some 80 percent, are in the areas of preparation, instruction, and application of physical therapy procedures, and modalities (Table 3). Representative tasks for airmen performing this job are:

- explain treatment procedures to patients
- prepare equipment for cold pack treatments
- administer or instruct patients in active exercises
 - for upper extremities
- administer or instruct patients in manual passive
 - range of motion exercises for upper extremities
- administer TENs (Transcutaneous Electrical Nuerostimulation)
- administer ultrasounds
- administer or instruct patients in active exercises
 - for lower extremities
- instruct patients in stair climbing with crutches
- instruct patients in use of canes
- measure and adjust length of canes

As this is the basic job of the career ladder, it is performed by personnel in the 3-, 5-, and 7-skill levels and in paygrades from E-1 to E-7.

B. Physical Therapy Application/Supervision. AFSC 913X0 personnel performing the Application/Supervision job are routinely involved with the same kinds of tasks as those mentioned above in the Application variation. However, in this job there are an increased number of administrative and supervisory tasks. Below are tasks personnel with this job spend most of their time performing and which show the supervisory nature of this variation:

- explain treatment procedures to patients
- prepare equipment for cold pack treatments
- prepare equipment for moist heat treatments
- administer or instruct patients in active exercises for
 - upper extremities
- determine work priorities
- determine requirements for space, personnel, equipment
 - or supplies
- inventory equipment, tools, or supplies

Personnel who perform this job are in paygrades E-3 to E-7. They average 130 months Total Active Federal Military Service (TAFMS) and supervise from one to six people.

C. Sports Therapy. The seven personnel in the survey sample identified in the Sports Therapy variation on the Physical Therapy job are located at the United States Air Force Academy. Although many of the tasks performed in the Sports Therapy variation overlap with those of the rest of the Physical Therapy job cluster, there are tasks specific to sports medicine and treating sports-related injuries seen at the Academy. Typical tasks for members performing the Sports Therapy variation are:

- perform support taping
- perform compression taping
- perform or practice emergency treatment of fractures
- apply plastic bandages
- perform upper extremity specialty tests, such as drop
 - arm, Yergasons, or tennis elbow tests
- prepare equipment for arm or leg whirlpool treatments
- administer or instruct patients in active exercises for lower
 - extremities
- administer or instruct patients in active exercises for upper
 - extremities

The seven personnel in this variation are in paygrades E-3 to E-6. They average 67 months TAFMS.

II. SHOP MANAGEMENT/EVALUATION JOB (ST08, N=7). The jobs and variations in the Physical Therapy cluster consist of highly technical tasks dealing with the preparation, instruction, and application of physical therapy procedures. Members performing the Management/Evaluation job devote almost 75 percent of their time to management, supervisory, or administrative tasks essential to the effective operation of the physical therapy shop. Typical tasks for members holding this job are:

- advise supervisors on status or adequacy
of physical therapy operation
- establish or improve work methods or procedures
- coordinate physical therapy activities with other agencies
or organizations
- determine requirements for space, personnel, equipment,
or supplies
- evaluate work of subordinates
- assign work to subordinates
- prepare EPRs

Members performing this job are in paygrades E-5 to E-8 with an average TAFMS of 189 months (16 years). They supervise from 1 to 15 people.

Comparison to Previous Survey

As shown in Table 5, the trend in career ladder structure has been toward fewer identifiable jobs. The only change in the structure is the absence of a "Trainee" job in the current survey. The Trainee, Journeyman, and Specialist jobs are included in the current Application job variation. The technical, supervisory, and athletic trainer jobs correspond in all three surveys. Only the 1979 survey identifies a separate Clinic NCO-in-charge job. In the current survey, this job is included in the Application/Supervision variation.

CAREER LADDER PROGRESSION

Analysis of DAFSC groups, together with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed by members of the various skill-level groups. These, in turn, may be used to determine

TABLE 5

JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1986 AND 1979 SURVEYS

<u>CURRENT SURVEY (N=261)</u>	<u>1986 SURVEY (N=235)</u>	<u>1979 SURVEY (N=219)</u>
PHYSICAL THERAPY JOB		
THERAPY APPLICATION	TRAINEE/SPECIALIST	TRAINEE
	TECHNICIAN/SPECIALIST	CLINIC JOURNEYMAN
		HOSPITAL JOURNEYMAN
APPLICATION/SUPERVISOR	SUPERVISOR-TECHNICIAN NCOIC	SUPERVISORY HOSPITAL JOURNEYMAN
		CLINIC NCOIC
SPORTS THERAPY	ATHLETIC TRAINER	ATHLETIC TRAINER
SHOP MANAGEMENT/EVALUATION	MANAGER-SUPERVISOR	SUPERINTENDENT

how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect work actually being performed by members of the skill levels.

The distribution of skill-level personnel across the specialty jobs and variations is shown in Table 6, and relative time members of each skill level spend on duties is shown in Table 7.

Overall, AFSC 913X0 personnel progress typically through the career ladder. Three- and 5-skill level personnel perform the technical aspects of the specialty. Seven-skill level members perform a mixture of both technical and supervisory tasks. However, when manning constraints dictate, 5-skill level personnel have been utilized in supervisory positions more appropriate to higher skill level, training, and grade. A more detailed discussion is presented below.

Skill-Level Descriptions

DAFSC 91330. Survey data show that there are 37 DAFSC 91330 personnel in the Physical Therapy cluster. There are 33 in the Therapy Application variation, 4 in the Application/Supervision variation, and none in the Sports Therapy variation or in the Shop Management/Evaluation job. Eight personnel did not group under the jobs and variations identified by CODAP. Three-level personnel spend most of their duty time preparing for, instructing patients in, or applying physical therapy procedures (see Table 7). Representative tasks, shown in Table 8, reflect the technical nature of the work.

DAFSC 91350. There are 126 AFSC 91350 personnel in the Physical Therapy cluster. Eighty-one are in the Therapy Application variation, 38 in the Application/Supervision variation, 6 in the Sports Therapy variation, and 1 in the Management/Evaluation job. Much like 3-level personnel, 5-levels spend the majority of their duty time in the technical aspects of the career field. However, there is an increased responsibility for shop administration, supervision, and operation. Relative time spent on duties and representative 5-level tasks are shown in Tables 7 and 9, respectively.

DAFSC 91370. Forty-four DAFSC 91370 personnel perform the Application/Supervision variation of the Physical Therapy job. Six are in the Shop Management/Evaluation job. Members spend 17 percent more of their duty time in supervisory tasks than members of the 3- or 5-skill levels. However, due to shop size and patient loads, they are still needed to perform tasks as technicians (Table 7). Tables 8, 9, and 10 show representative tasks for personnel with 3-, 5-, and 7-skill levels, and Table 11 shows the discriminating supervisory tasks that place 74 percent of 7-skill level members in these supervisory jobs, as well as the technical tasks they perform in the application of physical therapy procedures.

TABLE 6
DISTRIBUTION OF SKILL-LEVEL PERSONNEL
ACROSS CAREER LADDER JOBS
(PERCENT RESPONDING)

<u>JOBS</u>	DAFSC 91330 (N=45)	DAFSC 91350 (N=146)	DAFSC 91370 (N=69)
1. PHYSICAL THERAPY CLUSTER:			
A. PHYSICAL THERAPY APPLICATION	73	55	16
B. PHYSICAL THERAPY APPLICATION/SUPERVISION	8	26	64
C. SPORTS THERAPY	0	4	1
2. SHOP MANAGEMENT/EVALUATION JOB	0	*	9
3. NOT GROUPED	19	15	10

* Denotes less than 1 percent

TABLE 7

DISTRIBUTION OF DUTY TIME SPENT BY DAFSC GROUPS
(RELATIVE PERCENT OF JOB TIME)

<u>DUTY</u>	DAFSC 91330 (N=45)	DAFSC 91350 (N=146)	DAFSC 91370 (N=69)
A ORGANIZING AND PLANNING	1	3	7
B DIRECTING AND IMPLEMENTING	3	4	8
C INSPECTING AND EVALUATING	1	2	7
D TRAINING	1	3	4
E PERFORMING ADMINISTRATIVE OR SUPPLY FUNCTIONS	10	9	10
F MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	7	7	7
G PERFORMING TESTS AND TAKING MEASUREMENTS	4	6	6
H PREPARING FOR PHYSICAL THERAPY PROCEDURES	20	17	12
I APPLYING PHYSICAL THERAPY PROCEDURES	18	16	12
J ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	17	18	15
K ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	15	14	10
L PERFORMING OR PRACTICING EMERGENCY MEDICAL PROCEDURES	2	3	2

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY
3-SKILL LEVEL PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=191)</u>
I217 Administer moist heat treatments	100
I225 Administer ultrasounds	100
K328 Measure and adjust length of crutches	100
H165 Explain treatment procedures to patients	98
H181 Prepare equipment for moist heat treatments	98
K318 Instruct patients in use of canes	98
E115 Schedule patients for evaluations	98
K327 Measure and adjust length of canes	98
H173 Prepare equipment for cold pack treatments	96
F125 Consult with physical therapists on progress of patients	96
H187 Prepare equipment for ultrasound treatments using direct contact methods	93
E118 Sign in or log in daily patient visits	93
H196 Prepare transcutaneous electrical neural stimulation (TENS)	93
E116 Schedule patients for treatments	93
K312 Instruct patients in partial-weight-bearing crutch gait	93
K314 Instruct patients in stair climbing with crutches	93
I202 Administer cold pack treatments	91
H170 Prepare equipment for arm or leg whirlpool treatments	91
H164 Drape patients for treatments	91
E98 Maintain AF Form 1535 (Physical Therapy Consultation)	91
I199 Administer arm or leg whirlpool treatments	91
H172 Prepare equipment for cervical traction supine treatments	91
H162 Adjust exercise equipment, such as wall pulleys, stationary	89
J244 Administer or instruct patients in active exercises for upper extremities	89
F132 Record patient treatment history on AF Forms 1535 (Physical Therapy Consultation)	89
G142 Measure joint ranges of motion using goniometers	89
I230 Apply dressings to wounds of patients	89
J258 Administer or instruct patients in manual passive range of motion for lower extremities	89
J243 Administer or instruct patients in active exercises for lower extremities	87
F124 Consult with physical therapists on assessment or proposed treatment of patients	87
J261 Administer or instruct patients in manual passive stretching exercises for lower extremities	84
J256 Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities	84
H163 Don or doff sterile clothing, such as gowns, masks, or gloves	82

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY
5-SKILL LEVEL PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=146)</u>
I202 Administer cold pack treatments	98
H173 Prepare equipment for cold pack treatments	97
I225 Administer ultrasounds	96
H181 Prepare equipment for moist heat treatments	96
H165 Explain treatment procedures to patients	96
I217 Administer moist heat treatments	95
J243 Administer or instruct patients in active exercises for lower extremities	94
H187 Prepare equipment for ultrasound treatments using direct contact methods	92
G142 Measure joint ranges of motion using goniometers	92
J244 Administer or instruct patients in active exercises for upper extremities	92
F132 Record patient treatment history on AF Forms 1535 (Physical Therapy Consultation)	91
H164 Drape patients for treatments	90
F125 Consult with physical therapists on progress of patients	90
I223 Administer TENS	90
H196 Prepare transcutaneous electrical neural stimulation (TENS) equipment	90
K328 Measure and adjust length of crutches	90
E118 Sign in or log in daily patient visits	90
E115 Schedule patients for evaluations	89
E116 Schedule patients for treatments	89
H166 Inspect equipment for safety hazards	88
H172 Prepare equipment for cervical traction supine treatments	88
E98 Maintain AF Forms 1535 (Physical Therapy Consultation)	87
F121 Assess conditions of patients during treatment programs	86
I201 Administer cervical traction in supine position	86
I220 Administer phonophoresis	84
H184 Prepare equipment for phonophoresis	80

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY
7-SKILL LEVEL PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=69)</u>
F132 Record patient treatment history on AF Forms 1535 (Physical Therapy Consultation)	94
F121 Assess conditions of patients during treatment programs	94
H173 Prepare equipment for cold pack treatments	93
H165 Explain treatment procedures to patients	93
B40 Participate in staff or unit meetings	91
E115 Schedule patients for evaluations	91
F120 Assess conditions of patients at termination of treatment programs	91
G142 Measure joint ranges of motion using goniometers	91
E115 Schedule patients for evaluations	91
H196 Prepare transcutaneous electrical neural stimulation (TENS) equipment	91
I202 Administer cold pack treatments	91
I225 Administer ultrasounds	91
K328 Measure and adjust length of crutches	91
H187 Prepare equipment for ultrasound treatments using direct contact methods	88
I217 Administer moist heat treatments	88
I223 Administer TENSs	88
J243 Administer or instruct patients in active exercises for lower extremities	88
K311 Instruct patients in nonweight-bearing crutch gaits	88
F129 Interview patients to determine treatment schedules	88
F124 Consult with physical therapists on assessment or proposed treatment of patients	87
E116 Schedule patients for treatments	86
A11 Establish or improve work methods or procedures	86
E118 Sign in or log in daily patient visits	86
A1 Advise superiors on status or adequacy of physical	86
E98 Maintain AF Forms 1535 (Physical Therapy Consultation)	86
F129 Interview patients to determine treatment schedules	88
J280 Administer or instruct patients in progressive resistive exercises (PREs)	86
H172 Prepare equipment for cervical traction supine treatments	86
I201 Administer cervical traction supine position	84
I234 Assist patients in use of orthopedic appliances, such as tennis-elbow strap, knee brace, or ankle brace	84
E94 Compile or maintain time sheets for Medical Expense Performance Reporting System (MEPRS)	83

TABLE 11

REPRESENTATIVE TASK DIFFERENCES BETWEEN
3-/5-SKILL LEVEL AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 91330/91350 (N=191)	DAFSC 91370 (N=69)	DIFFERENCE
I207 Administer high-voltage electrical stimulation treatments	75	54	22
H190 Prepare equipment for venous compression unit treatments	59	38	21
I214 Administer low-boy whirlpool treatments	47	29	18
K323 Instruct patients in use of platform walkers	35	17	17
K297 Instruct or assist patients in dependent transfer techniques	50	33	17
J240 Administer or instruct exercises for lower extremity amputations	31	14	17
I228 Administer venous compression unit treatments	56	39	17
H167 Prepare direct current (DC) electrical stimulators for electrical stimulation of muscles	56	39	16
H178 Prepare equipment for iontophoresis treatments	54	38	6
K299 Instruct or assist patients in assistive transfer techniques	53	38	15
A14 Plan clinic security programs	15	38	-23
E114 Prepare TQM quality assurance reports	9	32	-23
E99 Maintain clinic files, other than publications	45	68	-23
D73 Conduct in-service training	47	68	-22
D72 Assign on-the-job training (OJT) trainers	10	32	-21
B46 Supervise Physical Therapy Technicians (AFSC 91370)	3	23	-21
A17 Prepare clinic emergency or disaster plans	13	33	-21
D82 Demonstrate use of professional publications	13	33	-21
F128 Determine suitability of patients for subsequent treatments	56	77	-21
G159 Perform neuroassessments, such as deep tendon reflexes (DTR), Babinski, or sensation testing	18	39	-21

AFR 39-1 SPECIALTY DESCRIPTION ANALYSIS

Survey data were compared to the AFR 39-1 Specialty Descriptions for Physical Therapy Specialists and Technicians (all dated 30 April 1991). Analysis of survey data suggests the jobs and tasks included in the current Specialty Descriptions accurately reflect the work being done by airmen with the specialty.

TRAINING ANALYSIS

Occupational survey data can be used to assist in the development of entry-level training programs. Factors used to review training documents include jobs performed by first-enlistment personnel, the distribution of first-enlistment personnel across the career ladder jobs, percent first-job (1-24 months TAFMS), and first-enlistment (1-48 months TAFMS) members performing specific tasks or using equipment items, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

A sample of tasks having the highest TE ratings, with accompanying first-job and first-enlistment members performing data and TD, is in Table 12. These tasks are all performed by over 80 percent of the first-enlistment respondents, have average TD ratings, and primarily relate to preparing equipment, instructing patients, and administering physical therapy procedures; procedures include whirlpool treatments and electrical neuro-stimulation. All tasks listed are matched to both the STS and POI.

A selection of tasks with the highest TD ratings is listed in Table 13. These deal with performing or practicing emergency procedures, performing specialty tests, or instructing amputees in ambulation techniques. Most are performed by very few first-job personnel, but are performed by increased numbers of 5- and 7- skill level members. All of these tasks are matched to the STS and POI.

First-Enlistment Personnel

Seventy Physical Therapy personnel indicated they are in their first enlistment. Fifty-one perform the Therapy Application variation, ten perform the Application/Supervision variation, and three are located at the Air Force Academy in Sports Therapy. Although performing the same kinds of tasks as the rest of first-enlistment personnel, six respondents did not group within the jobs identified by CODAP. Table 14 shows relative time spent on duties by first-enlistment personnel. Representative tasks performed by first-enlistment personnel are shown in Table 15.

TABLE 12

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS	TRNG EMPH**	PERCENT MEMBERS PERFORMING		TASK DIFF*
		1ST JOB	1ST ENL	
I223 Administer TENs	7.21	95	94	4.63
K314 Instruct patients in stair climbing with crutches	6.98	91	90	4.47
I229 Apply aseptic techniques to include treatment area or personal hygiene	6.95	95	8	5.02
G142 Measure joint ranges of motion using goniometers	6.90	86	87	4.87
I201 Administer cervical traction in supine position	6.81	95	89	4.49
E98 Maintain AF Forms 1535 (Physical Therapy Consultation)	6.81	82	87	4.41
I199 Administer arm or leg whirlpool treatments	6.76	95	97	3.51
H170 Prepare equipment for arm or leg whirlpool treatments	6.74	86	94	3.75
K328 Measure and adjust length of crutches	6.71	100	94	3.60
I217 Administer moist heat treatments	6.62	100	97	2.87
H196 Prepare transcutaneous electrical neural stimulation (TENs) equipment	6.62	95	91	4.03
H172 Prepare equipment for cervical traction supine treatments	6.62	95	87	4.36
H184 Prepare equipment for phonophoresis	6.62	91	89	3.86
K312 Instruct patients in partial-weight-bearing crutch gaits	6.60	86	90	4.31
H165 Explain treatment procedures to patients	6.57	100	100	3.94

* TD Mean = 5.00 S.D. = 1.00

** TE Mean = 3.85 S.D. = 1.83 (High TE = 5.68)

TABLE 13

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)

<u>TASKS</u>	<u>TASK DIFF</u>	<u>1ST JOB</u>	<u>1ST ENL</u>	<u>PERCENT MEMBERS PERFORMING</u>			<u>7- LVL</u>	<u>TNG EMP</u>
				<u>5- LVL</u>	<u>ENL</u>	<u>LVL</u>		
L340 Reduce dislocations	7.39	9	13	17	17	25	2.24	
D76 Conduct technical school resident course classroom training	7.15	0	1	5	0	0	.62	
C70 Write staff studies, surveys, or special reports	7.05	9	11	12	28	.88		
D85 Develop course curricula, plans of instruction (POIs), or specialty training standards (STSs)	7.01	0	0	8	12	1.00		
L331 Perform or practice emergency treatment of injuries from chemical agents	6.97	27	27	37	36	3.24		
F122 Assess conditions of patients prior to initial treatments	6.91	41	56	63	78	3.86		
A10 Draft budget requirements	6.90	5	9	19	67	1.98		
G138 Assess muscle strength using gross muscle testing techniques	6.87	41	43	53	61	4.12		
K291 Instruct above knee amputees in ambulation using prosthesis	6.79	14	16	16	9	3.21		
G157 Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign	6.79	18	30	45	62	4.21		
L332 Perform or practice emergency treatment of thermal injuries or heat disorders	6.76	23	29	34	39	3.71		
K294 Instruct hip disarticulation amputees in ambulation using prosthesis	6.75	5	1	2	3	2.86		
D86 Direct resident technical courses	6.74	0	0	2	0	.36		
G149 Perform axial skeleton specialty tests, such as Adson, temporal mandibular joint (TMJ), or compression	6.71	9	10	23	42	3.40		
C69 Write civilian performance appraisals	6.66	0	1	2	6	.57		

TD Mean = 5.00 S.D. = 1.00

TE Mean = 3.85 S.D. = 1.83 (High TE = 5.68)

TABLE 14
RELATIVE TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=70)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A ORGANIZING AND PLANNING	2
B DIRECTING AND IMPLEMENTING	3
C INSPECTING AND EVALUATING	1
D TRAINING	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	9
F MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	7
G PERFORMING TESTS AND TAKING MEASUREMENTS	6
H PREPARING FOR PHYSICAL THERAPY PROCEDURES	18
I APPLYING PHYSICAL THERAPY PROCEDURES	18
J ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	18
K ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	15
L PERFORMING OR PRACTICING EMERGENCY MEDICAL PROCEDURES	2

TABLE 15

REPRESENTATIVE TASKS PERFORMED
BY FIRST-ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=70)
H165 Explain treatment procedures to patients	100
I202 Administer cold pack treatments	100
H181 Prepare equipment for moist heat treatments	99
I225 Administer ultrasounds	99
Hi73 Prepare equipment for cold pack treatments	97
I199 Administer arm or leg whirlpool treatments	97
I217 Administer moist heat treatments	97
I223 Administer TENSs	94
E115 Schedule patients for evaluations	94
F125 Consult with physical therapists on progress of patients	94
K328 Measure and adjust length of crutches	94
E118 Sign in or log in daily patient visits	93
E116 Schedule patients for treatments	93
J244 Administer or instruct patients in active exercises for upper extremities	93
F132 Record patient treatment history on AF Forms 1535 (Physical Therapy Consultation)	93
H169 Prepare equipment for ambulation training	93
H196 Prepare transcutaneous electrical neural stimulation (TENS) equipment	91
H164 Drape patients for treatments	91
K311 Instruct patients in nonweight-bearing crutch gaits	91
J243 Administer or instruct patients in active exercises for lower extremities	90
K312 Instruct patients in partial-weight-bearing crutch gaits	90
K314 Instruct patients in stair climbing with crutches	90
I201 Administer cervical traction supine position	89
H184 Prepare equipment for phonophoresis	89
E98 Maintain AF Form 1535 (Physical Therapy Consultation)	87
H183 Prepare equipment for pelvic traction	87
G142 Measure joint ranges of motion using goniometers	87
J259 Administer or instruct patients in manual passive range of motion exercises for upper extremities	87
J256 Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities	87
I220 Administer phonophoresis	86

Most of the tasks performed by the highest percentage of first-enlistment personnel deal with preparation for and administration of physical therapy procedures and have below average TD. However, approximately 42 percent of the tasks in the inventory are performed by personnel in their first enlistment, further pointing to the homogeneity of the career ladder.

Table 16 shows representative equipment used by 80 percent or more of first-enlistment personnel.

Specialty Training Standard (STS)

To assist in the review of the STS and the POI, personnel from the Sheppard Training Center matched job inventory tasks to appropriate sections and subsections of the STS and POI. A complete copy of the matchings, displaying the STS elements and POI units of instruction, the matched tasks, the percent members performing the tasks, and the TE and TD ratings for each task, has been forwarded to the technical school for their use. A summary of this information follows.

AFSC 913X0 STS. Paragraphs 1 through 7 deal with general topics of career ladder progression, medical readiness, security, AFOSH, graduate evaluation program, and supervision and training. They were not reviewed. Paragraphs 8 through 17 contain the technical aspects of the career ladder. The standards set forth in AFR 52-1 and ATCR 52-22 Attachment 1, were used to determine the relevance of each STS element that had tasks matched to it. Any element with matched tasks performed by 20 percent or more first-job, first-enlistment, 5- or 7-skill level members is considered to be supported.

Only one STS element was found to be unsupported. The unsupported item, shown below, deals with preparation and application of ultraviolet light therapy.

		<u>TNG</u>	<u>1ST</u>	<u>1ST</u>	<u>5-</u>	<u>7-</u>	<u>TASK</u>
		<u>EMP</u>	<u>JOB</u>	<u>ENL</u>	<u>LVL</u>	<u>LVL</u>	<u>DIFF</u>
0147	171(2). Apply modality	b	c				
H164	Drape patients for treatments	6.48	95	90	90	87	2.62
H189	Prepare equipment for UV treatments	2.43	9	9	6	6	4.71
I227	Administer UV treatments	2.43	5	7	5	6	5.25

Task H164 is performed by more than 20 percent of first-job, first-enlistment personnel; however, this task is found in most physical therapy procedures. Therefore, it is not a consideration in data supportability. The other two tasks in this element prove it to be unsupported.

TABLE 16

EQUIPMENT USED/OPERATED BY
FIRST-ENLISTMENT PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>AMBULATION AND TRANSFER EQUIPMENT</u>	<u>1ST ENL</u>
AXILLARY CRUTCHES	99
STANDARD CANES	96
STANDARD WALKERS	87
UNIVERSAL WHEELCHAIRS	73
PLATFORM CRUTCHES	67
MAT PLATFORMS	54
MULTIPOINTED CANES	51
FOREARM CRUTCHES	50
ELECTRIC TILT TABLES	50
POSTURE TRAINING MIRRORS	47
EXERCISE STAIRCASES	46
PARALLEL BARS (OTHER THAN MOTORIZED)	44
ROLLER WALKERS	39
TRAVELER WHEELCHAIRS	33
MOTORIZED PARALLEL BARS	26
PATIENT LIFTS	24
TRANSFER BOARDS	21
STALL BARS	6
ELECTRIC WHEELCHAIRS	6
MANUAL TILT TABLES	4
SUSPENSION AMBULATORS	0
 <u>ELECTRICAL STIMULATION EQUIPMENT</u>	 <u>1ST ENL</u>
TENS UNITS	96
HIGH VOLTAGE ELECTRICAL STIMULATION EQUIPMENT	84
COMBINED CURRENT (AC/DC) ELECTRICAL STIMULATION EQUIPMENT	69
PHORESORS	64
LOW VOLTAGE AC ELECTRICAL STIMULATION EQUIPMENT	61
DIRECT CURRENT (DC) ELECTRICAL STIMULATION EQUIPMENT	49
INTERFERENTIAL EQUIPMENT	39
POINT STIMULATORS, SUCH AS NEURO PROBES	34
PAIN SUPPRESSORS	23
FUNCTIONAL ELECTRICAL STIMULATORS (FESSs)	16

TABLE 16 (CONTINUED)

EQUIPMENT USED/OPERATED BY
FIRST-ENLISTMENT PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>EXERCISE EQUIPMENT</u>	<u>1ST ENL</u>
THERABAND/RUBBER TUBING	91
BIOMECHANICAL ANKLE PLATFORM SYSTEMS (BAPSs)	90
IRON DUMBBELLS	83
SAND OR SHOT BAG WEIGHTS	83
ISOKINETIC EXERCISE UNITS	71
ERGOMETRIC BICYCLES EXERCISERS	69
EXERCISE MATS	69
OVERHEAD PULLEYS	66
STANDARD BICYCLE EXERCISERS	66
FINGER SHOULDER LADDERS	57
N-K EXERCISE UNITS	57
ANKLE AND LEG EXERCISERS	51
CONTINUOUS PASSIVE MOTION MACHINES	50
UPPER BODY ERGOMETERS (UBEs)	37
STAIR MASTER	33
WALL MOUNTED PULLY WEIGHTS	33
ATHLETIC EXERCISE EQUIPMENT, SUCH AS EAGLE OR NAUTILUS	29
HEIDEN BOARDS	27
FITTERS	24
SLOTTED OR VARIOUS WEIGHTS	21
INCLINE BOARDS	20
ELGIN EXERCISE TABLES	17
TREADMILLS	14
ROCKING BOARDS	11
ROTARY WRIST MACHINES	11
AXIAL RESISTANCE EXERCISERS	10
RESTORATORS	9
POWDER BOARDS	7
SHOULDER WHEELS	7
ISOQUADRON UNITS	0

TABLE 16 (CONTINUED)

EQUIPMENT USED/OPERATED BY
FIRST-ENLISTMENT PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>HYDROTHERAPY EQUIPMENT</u>	<u>1ST ENL</u>
ARM WHIRLPOOLS	96
LEG WHIRLPOOLS	87
CONTRAST BATHS	53
LOW BOY WHIRLPOOLS	44
WHIRLPOOL CLEANING DISINFECTION UNITS	43
FULL BODY WHIRPOOLS, SUCH AS HUBBARD TANK	36
BURN TANKS	23
SWIMMING POOLS	7
THERAPEUTIC POOLS	4
 <u>MEASUREMENT EQUIPMENT</u>	 <u>1ST ENL</u>
GONIOMETERS	100
TAPE MEASURES	96
STETHOSCOPES	76
ISOKINETIC TESTING EQUIPMENT	54
SPHYGMOMANOMETERS	49
HAND DYNAMOMETERS	46
REFLEX HAMMERS	41
PINCH GUAGES	31
PULSE MONITORS	16
POSTURE GRIDS	3
SCOLIOMETERS	3
CERVIGONS	0
BACK-LEG-CHEST DYNAMOMETERS	0
FLEXOMETERS	0
SPIROMETERS	0

TABLE 16 (CONTINUED)

EQUIPMENT USED/OPERATED BY
FIRST-ENLISTMENT PERSONNEL
(PERCENT MEMBERS RESPONDING)

<u>THERMOTHERAPY EQUIPMENT</u>	<u>1ST ENL</u>
HYDROCOLLATOR MOIST HEAT UNITS	99
CONSOLE ULTRASOUND-ELECTRICAL STIMULATION EQUIPMENT	81
VARIABLE MHz ULTRASOUND MACHINES	70
PARAFFIN BATHS	66
FIXED MEGAHERTZ (MHz) ULTRASOUND MACHINES	53
PIGGYBACK ULTRASOUND-ELECTRICAL STIMULATION EQUIPMENT	27
DIATHERMY EQUIPMENT (MANUAL TUNING SHORTWAVE)	21
DIATHERMY EQUIPMENT (AUTOMATIC TUNING SHORTWAVE)	19
FLUIDOTHERAPY	17
DIATHERMY EQUIPMENT (MICROWAVE)	0
MOIST AIR CABINETS	0
 <u>TRACTION EQUIPMENT</u>	 <u>1ST ENL</u>
SUPINE CERVICAL TRACTION UNITS	91
SITTING CERVICAL TRACTION UNITS	37
PELVIC TRACTION UNIT	37
TRACTION DEVICES, SUCH AS SAUNDERS	11
 <u>MISCELLANEOUS EQUIPMENT</u>	 <u>1ST ENL</u>
COLDPACK UNITS	89
WOODEN TREATMENT TABLES, SUCH AS PLINTH	89
HI-LOW TABLES	59
INTERMITTENT COMPRESSION UNITS	40
MOBILIZATION TABLES	37
BIOFEEDBACK UNITS	23
CRYOCUFFS	20
DEVELOPMENTAL BALLS	17
ORTHOPODS	3
CHEST PERCUSSORS	3
MOBILE HYPERBARIC UNITS	0
LASER UNITS	0

There are 166 tasks not referenced to the STS. Ninety-eight of the tasks not referenced are supervisory or managerial in nature and are not normally matched to an STS. There are a number of technical tasks performed by 20 percent or more of criterion group/members not matched to the STS. These tasks, with accompanying survey data, are listed in Table 17. The tasks at the top are the two with the highest TE.

Plan of Instruction (POI)

Sheppard AFB training personnel also matched inventory tasks to the J3ABR91330-000 POI, Apprentice Physical Therapy Specialist, dated 18 January 1990. Criteria set forth in ATCR 52-22, Attachment 1, dated 17 February 1989 were used to evaluate learning objectives having tasks matched. Any objectives having tasks matched, which are performed by 30 percent or more of first-job or first-enlistment personnel, are considered to be supported.

There are 31 learning objectives that have inventory tasks matched to them. Any objective with matched tasks performed by 30 percent or more first-job, first-enlistment, 5- or 7- level members is considered to be supported. All but three objectives are supported by survey data. The first unsupported objective, dealing with pathophysiological conditioning of the respiratory system, is taught to the knowledge level. The second unsupported objective, also taught to the knowledge level, deals with pathophysiological conditioning of the nervous system. The third, a performance item, deals with applying light therapy (i.e., UV treatment).

	<u>TNG</u> <u>EMP</u>	<u>1ST</u> <u>JOB</u>	<u>1ST</u> <u>ENL</u>	<u>TASK</u> <u>DIFF</u>
0018 II 2b. Explain, to a minimum of 70 percent accuracy, the pathophysiological condition of the respiratory system. STS: 14b(2) Meas: PC, W (2)				
J278 Administer or instruct patients in pre- or post-operative thoracic programs	2.98	14	13	5.96
0033 II 7b. Explain, to a minimum of 70 percent accuracy, the pathophysiological condition of the nervous system. STS: 14b(1) Meas: PC, W (4)				
J275 Administer or instruct patients in pre- or postoperative neurosurgery programs.	3.10	5	6	6.01

TABLE 17

TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE AFSC 913X0
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF
	IST ENL (N=70)	5-SKILL LEVEL (N=146)	7-SKILL LEVEL (N=69)	TNG EMP	
F125 Consult with physical therapist on progress of patients	94	90	87	6.00	4.55
F124 Consult with physical therapists on assessment or proposed treatments of patients	93	90	87	5.24	5.13
I234 Assist patients in use of orthopedic appliances, such as tennis-elbow strap, knee brace, or ankle brace	80	79	84	5.95	4.16
F121 Assess conditions of patients during treatment programs	80	86	94	5.55	5.95
K289 Apply or reapply braces or splints	69	70	61	4.76	5.29
F120 Assess conditions of patients at termination of treatment programs	69	71	91	4.48	6.09
D81 Demonstrate use of physical therapy equipment	67	68	70	5.40	4.65
I212 Administer iontophoresis treatments	64	51	38	4.36	5.35
H178 Prepare equipment for iontophoresis treatments	63	53	38	4.69	4.93
G146 Measure open wounds or burns	60	65	65	5.29	4.11
G152 Perform isokinetic testing to lower extremities	59	58	49	5.00	6.32
F122 Assess conditions of patients prior to initial treatments	56	63	78	.86	6.91
I238 Perform support taping	56	56	51	4.55	5.75
F128 Determine suitability of patients for subsequent treatments	53	56	77	3.86	5.69
G139 Assess posture	51	60	71	4.95	5.80
G153 Perform isokinetic testing to upper extremities	47	46	32	4.74	6.54
H177 Prepare equipment for interferential electrical stimulations	44	42	28	4.98	5.04
I211 Administer interferential current electrical stimulations	40	38	23	4.98	5.20
G155 Perform isometric testing to lower extremities	36	43	51	4.38	5.82
H197 Take cultures for hydrotherapy equipment	34	33	35	4.07	4.21
J239 Administer or instruct cardiac rehabilitation programs	34	27	13	3.14	6.21
G156 Perform isometric testing to upper extremities	31	39	48	4.12	5.77
G157 Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign	30	45	62	4.21	6.79

TE Mean = 3.85 S.D. = 1.83 (High TE = 5.68)

TD Mean = 5.00 S.D. = 1.00

		TNG EMP	1ST JOB	1ST ENL	TASK DIFF
0077 IV 6b. Identify, to a minimum of 60 percent accuracy, the steps in applying light therapy procedures.					
STS: 171(2) Meas: PC, W	(1)				
H189 Prepare equipment for UV treatments		2.43	9	9	4.71
I227 Administer UV treatments		2.43	5	7	5.25

School personnel should review these three unsupported objectives to determine if they should remain in the entry-level course.

There are a number of tasks that were not matched to any learning objectives, but were performed by more than 30 percent of one of the criterion groups. Training personnel should review these tasks to see if they suggest areas that need to be included in the entry-level course. Table 18 shows tasks with greater than 30 percent members performing and above average TE and TD.

JOB SATISFACTION

Respondents were asked to indicate how interested they are in their jobs, if they feel their talents and training are being used, and if they intend to reenlist. Job satisfaction indicators for respondents in the present study were compared to personnel in a similar medical AFSC surveyed in 1992 (see Table 19). Generally, AFSC 913X0 personnel report somewhat more positive satisfaction than members of the related AFSC.

Table 20 compares job satisfaction indicators for the current survey to those of the previous study. Job satisfaction indicators for the current survey are consistently more positive than those of the comparative sample. Enlistment intentions for first- and second-enlistment personnel are noticeably higher in the current study.

Although job satisfaction indicators for specialty jobs were more positive in the current study, percentages reporting positive job satisfaction were lower in the Management/Evaluation job (see Table 21). This may be attributed to the lack of technical physical therapy work done and the increased number of administrative and supervisory tasks performed.

TABLE 18

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
FIRST-ENLISTMENT PERSONNEL AND NOT REFERENCED TO THE POI

<u>TASKS</u>	<u>TNG</u> <u>EMPH</u>	<u>1ST ENLISTMENT</u>		<u>TASK</u> <u>DIFF</u>
		<u>PERCENT MEMBERS</u> <u>PERFORMING (N=70)</u>		
F125 Consult with physical therapist on progress of patients	6.00	94		4.55
F121 Assess conditions of patients during treatment programs	5.55	80		5.95
F120 Assess conditions of patients at termination of treatment programs	4.48	69		6.09
K290 Assist in joint mobilization	4.05	69		5.81
I212 Administer iontophoresis treatments	4.36	64		5.35
F127 Consult with physicians, dentists, or health care providers on progress of patients	3.50	63		5.00
H178 Prepare equipment for iontophoresis treatment	4.68	63		4.93
G152 Perform isokinetic testing to lower extremities	5.00	59		6.32
G137 Assess gait deviation during ambulation	4.7	57		6.34
I238 Perform support taping	4.55	56		5.75
F128 Determine suitability of patients for subsequent treatments	3.86	53		5.69
G139 Assess posture	4.95	51		5.80
F131 Plan or develop individual physical therapy treatment programs	3.79	47		6.51
K322 Instruct patients in use of platform crutches	4.36	41		4.85
J245 Administer or instruct patients in isokinetic exercises for axial skeleton	4.36	40		5.81
G155 Perform isometric testing to lower extremities	4.38	36		5.82
G156 Perform isometric testing to upper extremities	4.12	31		5.77
G157 Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign	4.21	30		6.79

TE Mean = 3.85 S.D. = 1.83 (High TE = 5.68)

TD Mean = 5.00 S.D. = 1.00

TABLE 19

COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS
IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(PERCENT MEMBERS PERFORMING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	PHYSICAL THERAPY (N=70)	1992 COMP SAMPLE (N=191)	PHYSICAL THERAPY (N=80)	1992 COMP SAMPLE (N=238)	PHYSICAL THERAPY (N=110)	1992 COMP SAMPLE (N=224)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	97	88	94	88	91	79
So-So	1	9	5	7	6	11
Dull	1	2	1	5	3	10
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
Fairly Well To Perfectly	99	93	94	90	93	81
Little Or Not At All	1	7	6	9	7	19
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
Fairly Well To Perfectly	97	93	96	92	96	86
Little Or Not At All	3	7	4	7	4	15
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	94	85	88	77	86	74
Neutral	3	9	5	8	5	5
Dissatisfied	3	6	8	14	9	21
<u>REENLISTMENT INTENTIONS:</u>						
Will/Probably Will Reenlist	67	35	64	47	73	65
Will Not/Probably Will Not Reenlist	33	65	34	53	10	14
Will Retire	*	*	3	*	17	20

Note: Comparative sample is composed of Radiologic career ladder (AFSC 903X0) data surveyed in 1992

*Less than 1 percent

TABLE 20

COMPARISON OF JOB SATISFACTION DATA FOR AFSC 913X0
TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY
(PERCENT MEMBERS PERFORMING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1993 (N=70)	1986 (N=111)	1993 (N=80)	1986 (N=31)	1993 (N=110)	1986 (N=92)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	97	87	94	84	91	91
So-So	1	5	5	3	6	0
Dull	1	8	1	13	3	7
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
Fairly Well To Perfectly	99	90	94	90	93	90
Little Or Not At All	1	10	6	10	7	9
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
Fairly Well To Perfectly	97	95	96	94	96	91
Little Or Not At All	3	5	4	6	4	8
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	94	87	88	84	86	84
Neutral	3	8	4	3	5	4
Dissatisfied	3	5	8	13	9	10
<u>REENLISTMENT INTENTIONS:</u>						
Will/Probably Will Reenlist	67	56	64	77	73	70
Will Not/Probably Will Not Reenlist	33	44	33	23	10	9
Will Retire	0	0	3	0	17	21

TABLE 21

**JOB SATISFACTION DATA FOR JOBS AND VARIATIONS
(PERCENT MEMBERS PERFORMING)**

	PHYSICAL THERAPY CLUSTER (N=252)	THERAPY APPLICATION (N=126)	APPLICATION/ SUPERVISION (N=86)	SPORTS THERAPY (N=7)	MANAGEMENT/ EVALUATION (N=7)
<u>EXPRESSED JOB INTEREST:</u>					
Interesting	94	96	90	100	86
So-So	4	2	8	0	0
Dull	2	2	2	0	14
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
Excellent To perfect	30	29	30	43	0
Fairly To Very Well	64	66	64	57	100
None To Very Little	6	5	6	0	0
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
Excellent To Perfect	32	35	30	43	14
Fairly To Very Well	64	62	65	57	86
None To Very Little	4	3	5	0	0
<u>SENSE OF ACCOMPLISHMENT:</u>					
Satisfied	89	92	85	100	86
Neutral	4	4	5	0	0
Dissatisfied	7	4	10	0	14
<u>REENLISTMENT INTENTIONS:</u>					
Will/Probably Will Reenlist	69	70	70	57	43
Will Not/Probably Will Not Reenlist	24	28	15	43	0
Will Retire	7	2	15	0	57

IMPLICATIONS

The current survey of the AFSC 913X0 career ladder was requested by the 3790th Medical Service Training Wing to document changes in the career field since the last OSR and to determine if changes are necessary in the STS, CDCs, and technical training courses. The previous OSR, done in 1986, showed that AFSC 913X0 was a highly homogeneous career ladder in which duties and tasks performed across skill levels and jobs were very similar. The current survey data confirm these previous findings. With the exception of the unique supervisory tasks of the Shop Management/Evaluation job, AFSC 913X0 is ONE job--Physical Therapy. AFR 39-1 describes accurately the work being done in the career ladder. Despite the introduction of automated equipment where manual equipment was previously used, the usage of and training for physical therapy equipment have changed very little. Any additional training needed to operate therapeutic equipment should be sufficiently handled in OJT. The STS and POI adequately depict training requirements for first-enlistment personnel with the exception of the unmatched tasks mentioned earlier in this report. Job satisfaction indicators were consistently positive. Only Shop Management/Supervision personnel showed low reenlistment intentions.

APPENDIX A

TABLE A1
PHYSICAL THERAPY CLUSTER
(ST04)

NUMBER OF PEOPLE IN GROUP - 252
PERCENT OF TOTAL SAMPLE - 97%

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING:

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H173 Prepare equipment for cold pack treatments	98
I202 Administer cold pack treatments	98
H165 Explain treatment procedures to patients	97
I217 Administer moist heat treatments	96
H181 Prepare equipment for moist heat treatments	96
I225 Administer ultrasounds	96
E098 Maintain AF Forms 1535 (Physical Therapy Consultation)	93
J243 Administer or instruct patients in active exercises for lower extremities	93
H187 Prepare equipment for ultrasound treatments using direct contact methods	93
F132 Record patient treatment history on AF Forms 1535 (Physical Therapy consultation)	93
E115 Schedule patients for evaluations	92
H196 Prepare transcutaneous electrical neural stimulation (TENS) equipment	92
F125 Consult with physical therapists on progress of patients	92
I223 Administer TENSs	92
E116 Schedule patients for treatments	91
H164 Drape patients for treatments	91
J244 Administer or instruct patients in active exercises for upper extremities	91
E118 Sign in or log in daily patient visits	90
F121 Assess conditions of patients during treatment programs	90
H172 Prepare equipment for cervical traction supine treatments	90
I201 Administer cervical traction in supine position	88
H184 Prepare equipment for phonophoresis	83

TABLE A2
PHYSICAL THERAPY APPLICATION
(ST36)

NUMBER OF PEOPLE IN GROUP - 126
PERCENT OF TOTAL SAMPLE - 48%

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING:

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
H165	Explain treatment procedures to patients	99
I202	Administer cold pack treatments	99
H173	Prepare equipment for cold pack treatments	98
J259	Administer or instruct patients in manual passive range of motion exercises for upper extremities	98
I223	Administer TENs	98
K318	Instruct patients in use of canes	98
K327	Measure and adjust length of canes	98
K328	Measure and adjust length of crutches	98
I225	Administer ultrasounds	97
I17	Administer moist heat treatments	97
I132	Record patient treatment history on AF Form 1535 (Physical Therapy Consultation)	97
H196	Prepare transcutaneous electrical neural stimulation (TENS) equipment	97
E115	Schedule patients for evaluations	97
K314	Instruct patients in stair climbing with crutches	96
E116	Schedule patients for treatments	96
K312	Instruct patients in partial-weight-bearing crutch gaits	95
I199	Administer arm or leg whirlpool treatments	94
J256	Administer or instruct patients in manual active-assistive range of motion for upper extremities	94
J258	Administer or instruct patients in manual passive range of motion exercises for lower extremities	94
J243	Administer or instruct patients in active exercises for lower extremities	94
J244	Administer or instruct patients in active exercises for upper extremities	93

TABLE A3

PHYSICAL THERAPY APPLICATION/SUPERVISION
(ST33)

NUMBER OF PEOPLE IN GROUP - 86

PERCENT OF TOTAL SAMPLE - 33%

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING:

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G142 Measure joint range of motion using goniometers	99
H165 Explain treatment procedures to patients	99
H173 Prepare equipment for cold pack treatments	99
I202 Administer cold pack treatments	98
J243 Administer or instruct patients in active exercises for lower extremities	98
H164 Drape patients for treatments	98
H166 Inspect equipment for safety hazards	98
H170 Prepare equipment for arm or leg whirlpool treatments	97
H187 Prepare equipment for ultrasound treatments using direct contact methods	97
I217 Administer moist heat treatments	97
H196 Prepare transcutaneous neural stimulation equipment	97
K311 Instruct patients in nonweight-bearing crutch gaits	97
I199 Administer arm or leg whirlpool treatments	95
E115 Schedule patients for evaluations	95
F121 Assess conditions of patients during treatment programs	95
F132 Record patient treatment history on AF Form 1535 (Physical Therapy Consultations)	95
H181 Prepare equipment for moist heat treatments	94
K314 Instruct patients in stair climbing with crutches	94
J261 Administer or instruct patients in manual passive stretching exercises for lower extremities	94
I234 Assist patients in use of orthopedic appliances, such as tennis-elbow strap, knee brace, or ankle brace	94
J262 Administer or instruct patients in manual passive stretching exercises for upper extremities	94

TABLE A4
SPORTS THERAPY
(ST17)

NUMBER OF PEOPLE IN GROUP - 7
PERCENT OF TOTAL SAMPLE - 3%

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I238 Perform support taping	100
I237 Perform compression taping	100
L330 Perform or practice emergency treatment of fractures	100
I231 Apply elastic bandages	100
I217 Administer moist heat treatments	100
G160 Perform upper extremity specialty tests, such as drop arm, Yergasons, or tennis elbow test	100
L335 Perform or practice loading or unloading patients in transportation vehicles	100
J243 Administer or instruct patients in active exercises for lower extremities	100
J244 Administer or instruct patients in active exercises for upper extremities	100
H170 Prepare equipment for arm or leg whirlpool treatments	100
I225 Administer ultrasounds	86
L340 Reduce dislocations	86
G157 Perform lower extremity specialty tests, such Q-angle, McMurray, or drawer signs	86
I199 Administer arm or leg whirlpool treatments	86
H187 Prepare equipment for ultrasound treatments using direct contact methods	71
H193 Prepare materials for ice massages	71
I220 Administer phonophoresis	71
F126 Consult with physicians, dentists, or health care providers on diagnosis or proposed treatment of patients	71
G161 Test patients for proper body mechanics	71
E103 Maintain stock levels of general supplies or forms	57
E101 Maintain linen supply levels	57

TABLE A5
SHOP MANAGEMENT/EVALUATION JOB
(ST8)

NUMBER OF PEOPLE IN GROUP - 7
PERCENT OF TOTAL SAMPLE - 3%

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING:

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A1	Advise supervisors on status or adequacy of physical therapy operations	100
A11	Establish or improve work methods or procedures	100
A5	Coordinate physical therapy activities with other agencies or organizations	100
A6	Determine requirements for space, personnel, equipment, or supplies	100
B20	Advise subordinates on resolving technical problems	100
B26	Counsel personnel on personal or military-related problems	100
C62	Evaluate work of subordinates	100
B21	Assign work to subordinates	100
C49	Evaluate administrative functions	100
C66	Prepare EPRs	100
B38	Inventory equipment, tools, or supplies	86
C58	Evaluate procedures for storage, inventory, or inspection of property items	86
B25	Conduct staff meetings	86
A19	Schedule personnel for leaves or passes	86
C56	Evaluate maintenance or use of workspace, equipment, or supplies	86
E116	Schedule patients for treatments	86
C51	Evaluate budget requirements	71
A7	Determine work priorities	71
C67	Review physical therapy clinic procedures	71
E95	Compile or maintain Uniform Chart of Accounts (UCA)	71
C64	Indorse enlisted performance reports (EPRs)	71